OFF THE TRACK

BULLETIN OF NON-ACADEMIC SENATE FACULTY AT THE UNIVERSITY OF CALIFORNIA

JANUARY, 1986

Happy New Year--again. Your Non-Senate Faculty Collective Bargaining Team is alive and ill, all in various stages of winter colds and flu with stress symptoms affecting stomachs, gums, heads, sleeping habits, noses and psyches--compliments of the University of California.

After weekly bargaining sessions during the fall quarter, our progress includes progressive clauses in the following areas: discipline and dismissal, academic freedom and responsibility, general leaves, benefits, non-discrimination, and retirement. These can now be added to our previous accomplishments in the areas of successors, severability, rehabilitation, resignation, medical separation, and per diem...

Particularly noteworthy is the leaves clause, providing for equitable treatment of non-senate faculty applications for maternity leave, leaves with or without pay, and leaves for illness or personal emergency. Equally important is the discipline and dismissal clause, with several layers of protections, including appeal rights to the agency of your choice (a peer alternative or an academic senate committee or an administrative committee) and liberal time frames for adequate notice and response.

And now for your holiday treat: The University, demonstrating exceptional judgment and the true spirit of the season, has replaced its 13 month old proposal which would have mandated a limit of four years of service at any percent time for members of the non-senate faculty. In its stead sits an appointments proposal (who is kidding whom? It's job security) over which your faithful team and the University continue to negotiate with slow but significant progress.

Both current proposals, ours and theirs, include provisions for multiple year contracts, an evaluation procedure (the details of which are still the subject of intense discussion), an academic review or appeals procedure (details also under discussion), recognition for those with long service to the University (over four years) and finally, no arbitrary limitation on potential years of service at the University.

We remain optimistic, now having devoted four sessions to this discussion, that an agreement can be reached. However, please note that the remaining issues both in this article and those which will be discussed in the future are difficult and tenuous, even though we now see some promise of resolution. Your continued suppport is essential, and a growing membership would go a long way to help resolve current and future disputes as well as to hasten an agreement.

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We continue to aggressively pursue the July 1, 1985 and the January 1, 1986 cost of living increases generously provided by the State of California and unfairly withheld by its University administration. We have filed an unfair labor practice charge with the Public Employment Relations Board and await a hearing date in pursuit of resolution of this important question. The University continues to be unwilling to address this issue and in fact still has never put a salary proposal forward in response to the one we presented in July of 1984.

So, friends, those are the ups and downs of bargaining at the big U. We hope that the next chapter of this seemingly never-ending drama will be a detailed explanation of the Appointments (Job Security) article which we hope to have resolved shortly and which we will ultimately submit to you for ratification. If you have urgent questions or concerns about the negotiations, please feel free to call one of the co-chief negotiators: Roz Spafford at 408-425-7493 or Marde Gregory at 213-935-8582.

Happy Holidays, Happy New Year, happy quarter or semester and a happy, if not peaceful death to the four and eight year rule.

The 8 Year Rule is dead! Long live the Non-Senate Faculty!

The Non-Senate Faculty Bargaining Team